

HOUSE BILL 112

By Moody

AN ACT to amend Tennessee Code Annotated, Title 4 and Title 50, relative to employment.

WHEREAS, it is the policy of this State to be a model employer of individuals with disabilities by adopting a framework for State agencies and departments that gives full consideration to the recruitment, hiring, advancement, and retention of qualified individuals with disabilities in the State workforce; now, therefore,

BE IT ENACTED BY THE GENERAL ASSEMBLY OF THE STATE OF TENNESSEE:

SECTION 1. Tennessee Code Annotated, Title 4, is amended by adding the following new chapter:

**4-45-101.**

As used in this chapter:

(1) "Disability" means, with respect to an individual, a physical or mental impairment that substantially limits one (1) or more of the major life activities of the individual; a record of the impairment; or being regarded as having an impairment; and

(2) "SAME program" means the state as a model employer program established pursuant to this chapter.

**4-45-102.**

(a) There is established the SAME program for individuals with disabilities.

(b) The purpose of the SAME program is to ensure that state agencies and departments design and proactively implement best, promising, and emerging policies, practices, and procedures related to the recruitment, hiring, advancement, and retention of qualified individuals with disabilities.

**4-45-103.**

(a) The commissioner of human resources shall administer the SAME program.

(b) The duties of the commissioner of human resources in administering the SAME program include, but are not limited to, the following:

(1) Adoption of rules, policies, and directives;

(2) Provision of training and technical assistance regarding best, promising, and emerging policies, practices, and procedures; and

(3) Development of voluntary self-evaluation and other standard forms and templates for the submission and tracking of evaluation reports.

SECTION 2. The commissioner of human resources may promulgate rules to implement the provisions of this act. All rules must be promulgated in accordance with the Uniform Administrative Procedures Act, compiled in title 4, chapter 5.

SECTION 3. This act takes effect upon becoming a law, the public welfare requiring it.